

Professional Development and Evaluating for Success

Presented by:

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and

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Professional Development and Evaluating for Success

Professional Development,
like a bridge,
is a critical link
between where one is and
where one wants to be!

Session Goals

- To learn criteria for effective professional development
- To become familiar with the Professional Development Standards
- To understand different professional development strategies and models
- To become knowledgeable about purposes and types of evaluation for professional development

Norms

- Share experiences to enrich others
- Ask questions
- Listen to others
- Learn by doing
- Set aside any preconceived notions about this work being impossible
- Apply to your own work

What is Your Professional Development IQ?



- ☞ Circle correct answer on Quiz Sheet
- ☞ Check with a neighbor/partner

What is Your Professional Development IQ?

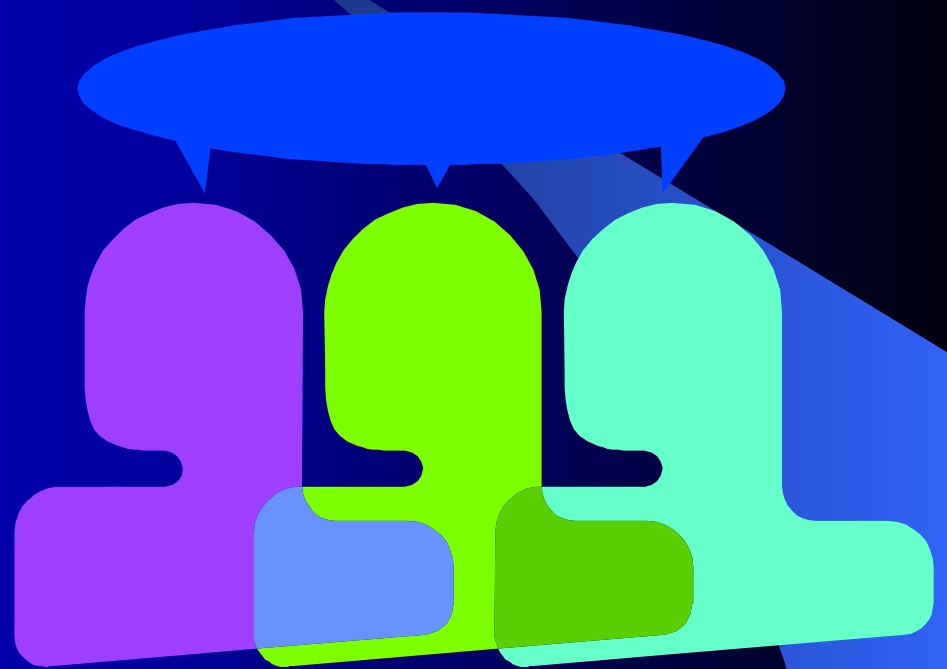
1. D.	6. B.	11. C.	16. C.
2. B.	7. D.	12. A.	17. A.
3. B.	8. A.	13. C.	18. D.
4. D.	9. C.	14. B.	19. D.
5. B.	10. D.	15. B.	20. E.

What is Your Professional Development IQ?

- ☞ What was surprising?
- ☞ What was interesting?
- ☞ How can this information be helpful to you?

What Makes Professional Development Worthwhile?

- Think about a professional development experience that was especially satisfying and/or disappointing.



What Makes Professional Development Worthwhile?

- What did you learn?
- How do you know you learned it?
- What made this experience meaningful to you?
- What role did you play in the learning?
- What role did the facilitator play in the learning?

Principles of PD

- PD experiences must have students and their learning at the core -- and that means all students.
- Excellent teachers have a very special and unique kind of knowledge that must be developed through their professional learning experiences.

Principles of PD

- Principles that guide the improvement of student learning should also guide professional learning for teachers and other educators.
- The content of professional learning must come from both inside and outside the learner and from both research and practice.
- PD must both align with and support system-based changes that promote student learning.

What is Professional Development?

- It is an intentional process.
- It is an ongoing process.
- It is a systemic process.

Professional Development Standards

- Context
- Process
- Content

Professional Development Standards

- Context
 - Learning Communities
 - Leadership
 - Resources

Professional Development Standard – Learning Communities

Staff development that improves the learning of all students organizes adults into learning communities whose goals are aligned with those of the school and district.

Professional Development Standard – Leadership

Staff development that improves the learning of all students requires skillful school and district leaders who guide continuous instructional improvement.

Professional Development Standard – Resources

Staff development that improves the learning of all students requires resources to support adult learning and collaboration.

Professional Development Standards

- Process
 - Data-Driven
 - Evaluation
 - Research-based
 - Design
 - Learning
 - Collaboration

Professional Development Standard – Data Driven

Staff development that improves the learning of all students uses disaggregated data to determine adult learning priorities, monitor progress, and help sustain continuous improvement.

Professional Development Standard – Evaluation

Staff development that improves the learning of all students uses multiple sources of information to guide improvement and demonstrate its impact.

Professional Development Standard – Research-Based

Staff development that improves the learning of all students prepares educators to apply research to decision making.

Professional Development Standard – Design

Staff development that improves the learning of all students uses learning strategies appropriate to the intended goal.

Professional Development Standard – Learning

Staff development that improves the learning of all students applies knowledge about human learning and change.

Professional Development Standard – Collaboration

Staff development that improves the learning of all students provides educators with the knowledge and skills to collaborate.

Professional Development Standards

- Content
 - Equity
 - Quality Teaching
 - Family Involvement

Professional Development Standard – Equity

Staff development that improves the learning of all students prepares educators to understand and appreciate all students, create safe, orderly and supportive learning environments, and hold high expectations for their academic achievement.

Professional Development Standard – Quality Teaching

Staff development that improves the learning of all students deepens educators' content knowledge, provides them with research-based instructional strategies to assist students in meeting rigorous academic standards, and prepares them to use various types of classroom assessments appropriately.

Professional Development Standard – Family Involvement

Staff development that improves the learning of all students provides educators with knowledge and skills to involve families and other stakeholders appropriately.